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The Office of Equal Opportunity and Civil Rights

Program Evaluation Visits (PEV)

Ms. Mary Odom
Deputy Director

"Equal Opportunity… The Watermark"
EO/EEO TRAINING CONFERENCE
30 April – 4 May 2007

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Purpose of PEV

- **Evaluate the overall health of the states' EO/EEO, AEP, and Diversity Initiatives**
- **Formally evaluate/assess progress and implementation of EO/EEO programs**
  - **Ensure compliance with laws, policies, regulations**

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PEV Regulatory Guide

- Included in materials
- Covers Phases of PEV

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Preparing for a PEV

- **Phase I (6 months prior)**
  - **Ensure units in PEV are in drill status**
  - **Submit requested documents**
    - **See Regulatory Guide for list**
  - **Ensure that all required personnel are present**
    - **See Regulatory Guide for list**
  - **Ensure 2 SM and/or civilians are present and available**

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Preparing for a PEV

- **Phase II (Day 1 to Day 7)**
  - **TAG in-brief**
  - **Interview of JFHQ personnel**
  - **Site visits**
  - **Sharing of information gathered**
  - **Out-briefing**

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Preparing for a PEV

- **Phase III (Day 8 to Day 20)**
  - **PEV Team submits findings and recommendations to PEV Leader**
  - **PEV Leader reviews and prepares final document**
  - **NGB-EO-CR Director reviews and submits findings to TAG**
  - **NGB-EO-CR Director briefs NGB leadership**

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Implementation

- SEEMs oversee the implementation of requirements and recommendations that PEV Team makes

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QUESTIONS